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ABSTRACT

This report concerning salary schedules at institutions of higher education describes the contents of the schedules, policies regarding schedule structure, minimum and maximum salaries, and increments. A listing of colleges and universities with their scheduled minimum and maximum salaries, and 4 examples of schedules are also included. (HS)

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Faculty Salary Schedules in Colleges and Universities, 1970-71

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Research Report 1971-R10: *FACULTY SALARY SCHEDULES IN COLLEGES AND UNIVERSITIES, 1970-71*

Project Director: WILLIAM S. GRAYBEAL, *Assistant Director*

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FOREWORD

THIS FOURTH STUDY of salary schedule documents used by institutions of higher education granting the bachelor's or higher degree was conducted in response to the growing need for comparative salary schedule data and the increased use of them in improving faculty salaries in American institutions of higher education.

Like its predecessors in this series, this report describes the contents of the schedules, policies regarding schedule structure, minimum and maximum salaries, and increments, and includes a listing of colleges and universities with their scheduled minimum and maximum salaries, and four examples of schedules for illustrative purposes. The salary schedules analyzed in this report vary widely in format, content, and precision. Therefore, readers should note the limitations described and take them into consideration when making interpretations.

The NEA Research Division expresses appreciation to the staff and faculty of the colleges and universities who provided the basic data and to the four institutions that gave the Division permission to reproduce their schedules and policies.

This report was prepared by William S. Graybeal, Assistant Director, with the assistance of Nina C. Simmons, Staff Associate, and the supporting units of the Research Division.

GLEN ROBINSON, Director
Research Division

INTRODUCTION

THIS STUDY is the fourth in a series of reports on salary schedules in effect at institutions of higher education which grant the four-year bachelor's or higher degree. (Salary schedules of 2-year institutions are reported in a separate study.[1]) The information given here is derived from the salary schedules supplied by the 4-year institutions in connection with the 1970-71 survey, *Salaries Scheduled, Formal Procedure for Faculty Involvement, and Faculty Load.*

The first three sections of this report contain an overview of the characteristics of the salary schedules in 152 public and 262 nonpublic four-year institutions, followed by detailed reviews of scheduled minimum and maximum salaries, and the increment structure. The next section lists the scheduled minimum and maximum salaries and number of increments by rank, for each institution that did not withhold permission for these data to be published. The salary schedules of four institutions are reproduced in the final section as representative examples of statements of salary policies. These examples supplement those included in earlier editions of this study.

The salary schedules in this summary are grouped in two ways: (a) by the control and size within type groupings used in the 1969-70 biennial salary survey; and (b) by major type within control groupings with public institutions further divided on the basis of the source of the salary schedule (state-wide versus institutionally established schedules).

The quantitative tables on levels of minimum and maximum scheduled salaries group the institutions by the classifications used in *Salaries in Higher Education, 1969-70.* This stratification is shown in Table 1 together with the percentages of institutions reporting the use of salary schedules and the number and percentages of faculty covered by salary schedules. Universities are defined as complex institutions with three or more graduate schools.

[1] National Education Association, Research Division. *Faculty Salary Schedules in Community-Junior Colleges*, 1970-71. Research Report 1971-R9. Washington, D.C.: the Association, 1971. 53 p. $1.50. Stock No. 435–25482.

The summaries of salary schedule provisions other than the levels of minimum and maximum salaries involve the 152 public and 262 nonpublic institutions grouped as follows:

Public Institutions

State-wide systems—colleges and universities whose salary schedules are established on a state-wide basis (these are largely institutions in Stratum VI, but some institutions in Strata I-III are included).[2]

Universities—all public universities which are not part of a state-wide system having a single salary schedule for all public institutions in the state (institutions in Strata I-III).

State colleges—all public colleges which are not part of a state-wide system having a single salary schedule for all public colleges in the state (non-state-wide institutions in Stratum VI).

Nonpublic Institutions

Universities—institutions in Strata IV and V.

Colleges—institutions in Strata VII-IX.

Table 1 provides a distribution of salary schedules by the control, type, and size of institution and the number of faculty covered. Both public and nonpublic institutions with large enrollments contain a proportionately larger number of faculty members than do the smaller institutions. Thus, among public institutions with schedules about three-fifths of the faculty are in Stratum I which has only one-fourth of the salary schedules. Conversely, almost 3 in 5 small nonpublic institution schedules (Strata VIII and IX) affect only 3 in 10 of the total number of faculty members in nonpublic institutions covered by salary schedules.

When the public institution schedules are regrouped for the analysis of scheduled salaries, the summary shows that salaries scheduled on a state-wide basis affect almost one-half the faculty employed in public institutions with scheduled salaries.

[2] The following states have a state-wide salary schedule: California, Connecticut, Louisiana, Maryland, Massachusetts, New Jersey, Pennsylvania, Tennessee, and Vermont.

TABLE 1.—INSTITUTIONS AND FACULTY COVERED BY SALARY SCHEDULES REVIEWED IN THIS REPORT

Stratum	Type and enrollment of institution	Institution		Faculty	
		Number	Percent	Number	Percent
1	2	3	4	5	6
	PUBLIC INSTITUTIONS				
	Public universities	79	52.0	47,795	77.7
I.	Universities, 10,000 or more enrolled	36	23.7	34,771	56.5
II.	Universities, 5,000 to 9,999 enrolled	27	17.8	10,028	16.3
III.	Universities, fewer than 5,000 enrolled	16	10.5	2,996	4.9
VI.	State colleges (and other public colleges)	73	48.0	13,792	22.4
	Total public	152	100.0	61,587	100.1
	NONPUBLIC INSTITUTIONS				
	Nonpublic universities	22	8.4	4,689	22.3
IV.	Universities, 5,000 or more enrolled	5	1.9	2,458	11.7
V.	Universities, fewer than 5,000 enrolled	17	6.5	2,231	10.6
	Nonpublic colleges	240	91.6	16,361	77.8
VII.	Colleges, 1,000 or more enrolled	87	33.2	9,934	47.2
VIII.	Colleges, 500 to 999 enrolled	99	37.8	4,958	23.6
IX.	Colleges, fewer than 500 enrolled	54	20.6	1,469	7.0
	Total nonpublic	262	100.0	21,050	100.1
	TOTAL	414		82,637	

TABLE 2.--DISTRIBUTION OF PUBLIC AND NON-PUBLIC UNIVERSITIES AND COLLEGES, BY CONTROL, SIZE OF ENROLLMENT AND GEOGRAPHIC REGION, 1970-71

GEOGRAPHIC REGION	PUBLIC UNIVERSITIES			PUBLIC COLLEGES	NON-PUBLIC UNIVERSITIES		NON-PUBLIC COLLEGES			TOTAL
	10,000 OR MORE	5,000-9,999	LESS THAN 5,000		5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500-999	LESS THAN 500	
1	2	3	4	5	6	7	8	9	10	11
NORTHEAST	11	8	7	40	5	11	29	30	17	158
SOUTHEAST	3	12	6	14	0	2	22	21	3	83
MIDDLE	4	0	2	4	0	1	24	32	24	91
WEST	18	7	1	15	0	3	12	16	10	82
TOTAL	36	27	16	73	5	17	87	99	54	414

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. *Mideast:* Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania. *Southeast:* Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. *Great Lakes:* Illinois, Indiana, Michigan, Ohio, Wisconsin. *Plains:* Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. *Southwest:* Arizona, New Mexico, Oklahoma, Texas. *Rocky Mountain:* Colorado, Idaho, Montana, Utah, Wyoming. *Far West:* Alaska, California, Hawaii, Nevada, Oregon, Washington.

Institution grouping	Institutions		Faculty	
	Number	Percent	Number	Percent
Universities	33	21.7	26,041	42.3
State colleges	34	22.4	7,072	11.5
Institutions in state systems	85	55.9	28,474	46.2
TOTAL	152	100.0	61,587	100.0

The summary below and Table 2 show that about two-fifths of the salary schedules are from the Northeast and the remaining three regions each contain about one-fifth of the schedules. Also, the schedules from public colleges and from nonpublic universities tend to be from the Northeast; about two-thirds of the schedules from public universities are equally divided between the Northeast and West, and about one-fourth are from the Southeast; and about two-thirds of the schedules from nonpublic colleges are equally divided between the Northeast and the Middle states and the remaining one-third are about equally divided between the Southeast and the West.

Region	Regional distribution of salary schedules by type of institution			
	Public universities	Public colleges	Nonpublic universities	Nonpublic colleges
	I-III	VI	IV-V	VII-IX
Northeast ...	32.9%	54.8%	72.7%	31.7%
Southeast ...	26.6	19.2	9.1	19.2
Middle	7.6	5.5	4.6	33.3
West	32.9	20.5	13.6	15.8
TOTAL	100.0%	100.0%	100.0%	100.0%
Number of institutions ..	79	73	22	240

The unit of information in this report is the *institution* rather than the *individual faculty member.* Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions.

CONTENTS OF SALARY SCHEDULES

THE MATERIALS sent in response to the request for a copy of the salary schedule varied from a copy of the faculty handbook to handwritten figures in the margin of the questionnaire giving the ranges of salaries at each rank. It is likely that many institutions have statements of policy in several of these salary schedule-related areas but did not forward them with the statement of their current scheduled minimum and maximum salaries. As a result, the summary in this section should be interpreted in very general terms. A summary of the presence of several types of provisions is given in Table 3.

As evidenced by the data summarized in Table 3, the salary schedules in public institutions tend to be more comprehensive in scope of the provisions included than those in nonpublic institutions.

By definition, the salary schedules provide for minimum and maximum salaries. Almost two-thirds of the public institutions (65.1 percent), but less than 3 in 10 of the nonpublic institutions (27.1 percent) refer to an increment structure in their salary schedules. Provision for a series of *regular* increments is made in more than 2 in 5 of the public institution schedules (44.1 percent), but in only one-fifth of the nonpublic institution schedules (20.2 percent).

While most schedules show the numbers and/or amounts of increments, the basis on which these are awarded is not always clear. The provisions either specify that the increments are not necessarily awarded annually, make no commitment about the conditions required for the increments, or clearly specify that the increment structure provides an annual increment for faculty whose service is satisfactory. The explicit commitment to an annual increment for faculty with satisfactory service is not observed in the public institution schedules, and is found in only a few of the schedules of nonpublic institutions (2.3 percent).

A few public institution schedules (5.3 percent) identify the presence and qualifications needed for merit or longevity increments; this is slightly less prevalent in the nonpublic institutions (3.1 percent). The requirement of additional educational credits for scheduled salary increments is almost nonexistent among salary schedules, appearing in only about 1 percent of the documents of both public (0.7 percent) and nonpublic (1.1 percent) institutions.

The minimum requirements for appointment or promotion to each rank are identified in the salary schedules of 1 public institution in 5 (20.4 percent) and by slightly less than 3 in 20 of the nonpublic institutions (14.1 percent). Provision for differentiation of salaries for faculty within a given rank based on the highest level of education completed is described in the salary schedules of about one-third of the public institutions (32.9 percent), and one-tenth of the nonpublic institutions (10.3 percent).

About one schedule in 20 from public institutions (6.6 percent) and an insignificant number of the nonpublic institution schedules specify limits, if any, on the proportions of faculty which may have a given rank.

By definition the salary schedules provide a statement of institutional policy regarding salaries for faculty having various combinations of rank and experience. The summary in Table 3 shows that less than 1 percent of the public institution schedules and none of the nonpublic schedules specify requirements beyond these two factors which faculty must meet to advance in salary (to receive the standard increment, to receive an unusual increment, or to advance in salary where an increment structure is not provided). Generally, these requirements involve evidence of significant contributions to the objectives of the institution or completion of significant research and/or publication.

Although the primary purpose of the salary schedules is to provide salary information for teaching faculty, almost one-third of the public institution schedules (32.2 percent) and less than one-twentieth of the nonpublic schedules (4.6 percent) include salary policies for other academic-administrative staff members (dean, department head, librarian, etc.). About one-third (36.8 percent) of the public institution schedules and 3 in 20 of the nonpublic institution schedules (16.4 percent) make specific reference to the salaries applicable to faculty having assignments different

TABLE 3.–CONTENT OF SALARY SCHEDULES IN 4-YEAR INSTITUTIONS, 1970-71

Salary schedule provisions	Percent of salary schedules	
	Public institutions	Nonpublic institutions
1	2	3
1. Increments:		
a. Schedule of increments is provided	65.1%	27.1%
b. Increments are for regular amounts	44.1	20.2
c. It is *specified* that increments are awarded annually to faculty having satisfactory service	...	2.3
d. Qualifications for and amounts of special increments to be given for merit or longevity are specified	5.3	3.1
e. Additional credits are required for increments	0.7	1.1
2. Faculty rank:		
a. Minimum qualifications for appointment or promotion are identified	20.4	14.1
b. Separate strata of salaries are listed within each rank based on the level of educational preparation completed	32.9	10.3
c. Proportion of faculty at each rank is specified	6.6	2.3
3. Qualities other than improved preparation and increased experience which are required for advancement in salary are specified	0.7	...
4. For faculty in selected fields or subjects or holding vocational-technical credentials a separate schedule or differential application of the regular schedule is described	23.7	1.5
5. Policies about salaries of staff other than regular faculty are listed:		
a. Teaching faculty who are assigned to extension classes, as lecturers, etc.	36.8	16.4
b. Other professional and administrative staff (librarians, deans, department heads, etc.)	32.2	4.6
6. The policy about salaries of faculty on extended time or responsibilities is specified:		
a. Salaries for 12-month contract	25.7	1.5
b. Salaries for summer school	33.6	5.7
c. Salaries for extra-class assignments	3.9	0.8
7. The date of adoption of the salary schedule is given	30.9	20.2
NUMBER OF SALARY SCHEDULES	152	262

from regular resident instruction (extension, lecturers, etc.).

Several schedules specify that the listed salaries are given only as a guide, and that adherence to the schedule may be contingent upon availability of funds.

Statements of policy about salaries for employment beyond the regular academic-year contract are more prevalent among public than among nonpublic institutions. Most prevalent are provisions showing the salary to be paid for faculty employed on a 12-month contract, included in one-fourth of the public institution documents (25.7 percent), and provision for summer session salaries in one-third of the schedules in public institutions (33.6 percent).

Three in 10 of the public institution documents and one-fifth of the nonpublic institution documents show the date on which the schedule is officially adopted.

MINIMUM AND MAXIMUM SCHEDULED SALARIES

THE FOLLOWING SUBSECTIONS review institutional data by control of the institution and size of enrollment. In addition to reporting scheduled salaries in 1970-71, the summaries show trends in scheduled salaries and selected characteristics of the structure of scheduled minimum and maximum salaries in 1970-71.

Public Institutions

Summaries of the minimum and maximum salaries scheduled for each faculty rank in public institutions are shown in Tables 4 and 5. At all levels of faculty rank the mean of the scheduled *minimum* salaries is highest in the largest universities followed by the public colleges and lowest in public universities enrolling between 5,000 and 9,999 students. Differences in the mean of scheduled minimum salaries range among institutions grouped by size from $2,941 for professors to $1,125 for instructors.

The salary schedules which provide separate salary strata within faculty ranks for faculty having different levels of academic preparation are included with the scheduled minimum salary reported, being the salary listed for the lowest recognized level of academic preparation. With a few exceptions, the scheduled maximum salary used in these tables is the maximum provided for the highest level of academic preparation listed for a given rank. In these exceptions use is made of the scheduled highest salary for the rank even though it is listed for a level of preparation which is lower than the top level of preparation recognized for the rank.

The highest mean of scheduled *maximum* salaries in public institutions is in the largest universities for each rank except assistant professor where it is in the smallest public universities. Differences in the mean of scheduled salaries among the groups of public institutions are greater for scheduled maximum salaries than for scheduled minimum salaries except for the rank of assistant professor. The difference in mean maximum salaries among the groups of institutions is largest for professors, next largest for associate professors, third largest for instructors, and smallest for assistant professors.

The relationship of the 1970-71 scheduled minimum and maximum salaries at each rank to the scheduled minimum salary for instructors was estimated through use of mean scheduled salaries as shown below. These ratios are not widely different among the groupings of public institutions.

Faculty rank	Ratio of mean scheduled salary to mean scheduled minimum salary for instructors
SCHEDULED MINIMUM SALARIES	
Professor	1.755
Associate professor	1.439
Assistant professor	1.181
Instructor	1.000
SCHEDULED MAXIMUM SALARIES	
Professor	2.601
Associate professor	2.124
Assistant professor	1.749
Instructor	1.420

A summary of scheduled minimum and maximum salaries in institutions grouped by control, type, and source of salary schedule is listed in Table 6. The means and medians of scheduled salaries for public colleges and universities whose salary schedules are established on a state-wide basis are listed in column 4. The means of scheduled minimum salaries are lower among the institutions in state systems than in other groups of public institutions at all ranks. The means of scheduled maximum salaries in state-wide institutions are higher than for the remaining public colleges at all ranks, but they are lower than the means in the remaining public universities at each rank.

Nonpublic Institutions

Summaries of the scheduled minimum and maximum salaries in nonpublic institutions granting four-year and higher degrees are provided in Tables 7 and 8. The levels of scheduled salaries

tend to be related positively to institution size except for the rank of assistant professor (where the mean scheduled minimum salaries are higher in the small than in the larger universities) and the rank of instructor (where both the mean scheduled minimum and maximum salaries are higher in the small than in the larger universities). The lowest mean scheduled minimum and maximum salaries are found in the smallest nonpublic colleges which enroll fewer than 500 students.

Differences in mean scheduled *minimum* salaries among the groups of nonpublic institutions are lower than those found among public institutions except for the rank of instructor. Differences in mean scheduled *maximum* salaries are higher for all ranks among the groups of nonpublic institutions than among those of the public institutions. The greatest differences among the nonpublic institutions are in the mean scheduled maximum salaries which vary from $4,705 for the rank of professor to $1,543 for instructors. The differences among groups of institutions in mean scheduled minimum and maximum salaries are wider at the top rank than at lower ranks except for the mean scheduled minimum salaries for assistant professors where the differences are smaller than those for instructors.

The relationship of the 1970-71 minimum and maximum scheduled salaries at each of the four ranks to the scheduled minimum salary for instructors was estimated through use of mean scheduled salaries as shown below.

Faculty rank	Ratio of mean scheduled salary to mean scheduled minimum salary for instructors
MINIMUM SALARIES	
Professor	1.648
Associate professor	1 388
Assistant professor	1.176
Instructor	1.000
MAXIMUM SALARIES	
Professor	2.305
Associate professor	1.881
Assistant professor	1.594
Instructor	1.302

Figure I shows the ranges and distributions of the scheduled minimum and maximum salaries for each rank in public and nonpublic institutions. In the nonpublic institutions the ranges are generally wider, but the levels of scheduled salaries tend to be lower than in the public.

Percent of Increase

Table 9 shows the growth in mean scheduled salaries for each rank in public and nonpublic institutions between 1965-66 and 1970-71. (The first period shown, 1965-66 to 1967-68, reflects a two-year change.) The percentages of increases in the means of both scheduled minimum and maximum salaries in public institutions were highest in 1969-70, except for the slightly higher increase in minimum salaries of professors in 1967-68 (on the assumption that the annual increases between 1965-66 and 1967-68 were about half of the total percentage increase). The percentage increases shown for 1970-71 are lower at all ranks than those of the preceding year.

In nonpublic institutions the largest percentage increase occurred in 1968-69. The percentages of increases in 1970-71 are lower than those of 1969-70 with two exceptions. The percentage of increase in the means of scheduled maximum salaries for associate professors is the same for both years; the percentage increase shown for 1970-71 in the means of scheduled maximum salaries for professors exceeds that of 1969-70.

Figure II shows the growth in the means of scheduled salaries for each rank in each type of institution, between 1969-70 and 1970-71 among all institutions reporting each year (based on data in Table 9). The percentages of increases in mean scheduled minimum salaries are greatest for assistant professors (6.3 percent) and instructors (6.2 percent) in public institutions and least for associate professors (4.6 percent) and professors (3.7 percent) in nonpublic institutions. The percentages of increases in scheduled maximum salaries are larger than for scheduled minimum salaries. The percentages of increases in the means of scheduled maximum salaries tend to follow the same pattern as the percentages of increases in scheduled minimum salaries.

The mean scheduled minimum and maximum salaries and the percentages of increases in 131 *public* institutions reporting from both 1969-70 and 1970-71 are summarized below:

Faculty rank	Mean scheduled salary, 1970-71	Percent increase over 1969-70
MINIMUM SALARIES		
Professor	$13,884	5.4
Associate professor	11,397	5.6
Assistant professor	9,365	6.4
Instructor	7,928	5.8

Faculty rank	Mean scheduled salary, 1970-71	Percent increase over 1969-70
MAXIMUM SALARIES		
Professor	20,607	7.0
Associate professor	16,765	6.0
Assistant professor	13,792	6.7
Instructor	11,270	6.3

The percentages of increases in mean scheduled salaries were from 0.3 to 0.5 percentage points higher for scheduled maximum salaries than for scheduled minimum salaries in each rank except professor, where the difference was 1.6 percentage points.

The mean scheduled salaries and the percentages of increases from 1969-70 to 1970-71 in 168 *nonpublic* institutions reporting both years are as follows:

Faculty rank	Mean scheduled salary, 1970-71	Percent increase over 1969-70
MINIMUM SALARIES		
Professor	$11,542	5.3
Associate professor	9,688	5.4
Assistant professor	8,216	5.9
Instructor	6,983	5.6
MAXIMUM SALARIES		
Professor	16,294	6.5
Associate professor	13,351	7.1
Assistant professor	11,282	7.1
Instructor	9,231	7.0

Among institutions reporting both years, the percentages of increases of mean scheduled minimum salaries in nonpublic institutions are somewhat smaller than for minimum salaries in public institutions. On the other hand, the percentages of increases in mean scheduled maximum salaries are lower in public institutions than in nonpublic institutions, except at the rank of professor.

TABLE 4.--SCHEDULED MINIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1970-71

RANK AND ITEM	PUBLIC UNIVERSITIES: 10,000 OR MORE	PUBLIC UNIVERSITIES: 5,000 TO 9,999	PUBLIC UNIVERSITIES: LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	36	27	16	73	152
NUMBER OF FACULTY, ALL RANKS	34,771	10,028	2,996	13,792	61,587
SCHEDULED SALARIES					
HIGHEST	21,240	15,320	21,240	21,240	21,240
QUARTILE 3	16,098	14,018	13,680	14,838	15,036
MEDIAN	15,036	13,500	13,255	13,936	13,788
QUARTILE 1	13,554	10,000	10,000	12,828	12,000
LOWEST	8,000	8,400	8,400	9,468	8,000
MEAN	15,235	12,294	13,106	13,766	13,783
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	36	27	16	73	152
NUMBER OF FACULTY, ALL RANKS	34,771	10,028	2,996	13,792	61,587
SCHEDULED SALARIES					
HIGHEST	16,760	12,603	16,760	16,760	16,760
QUARTILE 3	12,765	11,241	11,240	11,806	11,808
MEDIAN	11,808	10,825	10,463	11,240	11,240
QUARTILE 1	11,000	9,000	9,000	10,614	10,140
LOWEST	7,000	7,800	7,800	8,181	7,000
MEAN	12,192	10,311	10,763	11,341	11,299
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	36	27	16	73	152
NUMBER OF FACULTY, ALL RANKS	34,771	10,028	2,996	13,792	61,587
SCHEDULED SALARIES					
HIGHEST	13,760	10,369	14,192	13,760	14,192
QUARTILE 3	10,000	9,013	8,946	9,516	9,516
MEDIAN	9,324	8,750	8,820	9,020	9,000
QUARTILE 1	8,730	8,000	7,800	8,730	8,500
LOWEST	6,000	7,500	7,200	7,074	6,000
MEAN	9,757	8,620	9,079	9,319	9,273
INSTRUCTOR					
NUMBER OF INSTITUTIONS	35	27	16	73	151
NUMBER OF FACULTY, ALL RANKS	28,952	10,028	2,996	13,792	55,768
SCHEDULED SALARIES					
HIGHEST	11,960	8,530	11,960	11,960	11,960
QUARTILE 3	8,460	7,893	7,250	8,100	8,460
MEDIAN	8,460	7,250	7,225	7,750	7,500
QUARTILE 1	7,000	6,500	6,500	7,212	7,000
LOWEST	5,000	6,200	6,200	6,000	5,000
MEAN	8,355	7,220	7,598	7,903	7,854

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TABLE 5.--SCHEDULED MAXIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1970-71

RANK AND ITEM	PUBLIC UNIVERSITIES: 10,000 OR MORE	PUBLIC UNIVERSITIES: 5,000 TO 9,999	PUBLIC UNIVERSITIES: LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	33	26	15	71	145
NUMBER OF FACULTY, ALL RANKS	31,638	9,649	2,842	13,411	57,540
SCHEDULED SALARIES					
HIGHEST	32,267	20,100	29,800	29,800	32,267
QUARTILE 3	25,925	19,500	21,000	22,475	21,024
MEDIAN	19,770	19,224	18,340	19,500	19,500
QUARTILE 1	19,224	18,340	18,000	18,000	18,340
LOWEST	13,364	15,615	14,630	12,087	12,087
MEAN	22,297	18,856	20,137	20,192	20,426
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	36	27	16	73	152
NUMBER OF FACULTY, ALL RANKS	34,771	10,028	2,996	13,792	61,587
SCHEDULED SALARIES					
HIGHEST	24,240	17,400	25,538	24,240	25,538
QUARTILE 3	19,000	16,500	16,705	17,820	17,078
MEDIAN	16,482	16,383	16,512	16,000	16,383
QUARTILE 1	15,036	15,069	15,080	14,628	15,036
LOWEST	11,338	14,500	13,500	10,440	10,440
MEAN	17,468	15,869	17,076	16,501	16,678
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	36	27	16	73	152
NUMBER OF FACULTY, ALL RANKS	34,771	10,028	2,996	13,792	61,587
SCHEDULED SALARIES					
HIGHEST	19,760	15,500	21,791	19,760	21,791
QUARTILE 3	15,000	15,050	15,500	14,717	15,004
MEDIAN	13,668	13,500	14,000	13,000	13,477
QUARTILE 1	11,904	11,878	11,800	11,904	11,904
LOWEST	9,474	10,500	9,480	9,018	9,018
MEAN	14,176	13,500	14,241	13,490	13,733
INSTRUCTOR					
NUMBER OF INSTITUTIONS	35	27	16	72	150
NUMBER OF FACULTY, ALL RANKS	33,776	10,028	2,996	13,775	60,575
SCHEDULED SALARIES					
HIGHEST	16,410	12,000	18,449	16,410	18,449
QUARTILE 3	12,800	11,500	12,000	11,720	12,000
MEDIAN	10,800	10,800	10,641	10,700	10,800
QUARTILE 1	10,386	9,911	9,720	9,720	9,979
LOWEST	8,248	8,500	7,920	7,794	7,794
MEAN	11,787	10,741	11,327	10,963	11,154

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TABLE 6.—SUMMARY OF SCHEDULED MINIMUM AND MAXIMUM SALARIES BY INSTITUTIONAL CONTROL AND SOURCE OF SALARY SCHEDULE, 1970-71

Faculty rank and item	Public institutions				Nonpublic institutions		
	Universities	Colleges	State systems	Total	Universities	Colleges	Total
1	2	3	4	5	6	7	8
SCHEDULED MINIMUM SALARIES							
Professor							
Median	$14,000	$13,200	$13,680	$13,788	$13,000	$11,200	$11,333
Mean	15,059	13,809	13,278	13,783	12,668	11,354	11,465
Associate professor							
Median	11,000	11,089	11,240	11,240	10,400	9,504	9,550
Mean	12,049	11,332	10,994	11,299	10,484	9,581	9,658
Assistant professor							
Median	8,900	8,930	9,000	9,000	8,500	8,000	8,000
Mean	9,763	9,332	9,060	9,273	8,777	8,130	8,184
Instructor							
Median	7,295	7,500	7,500	7,500	7,000	7,000	7,000
Mean	8,207	7,942	7,685	7,854	7,193	6,937	6,958
SCHEDULED MAXIMUM SALARIES							
Professor							
Median	21,426	18,000	19,500	19,500	17,750	15,400	15,550
Mean	23,127	19,291	19,963	20,426	18,952	15,798	16,036
Associate professor							
Median	17,000	14,550	16,383	16,383	14,500	13,000	13,000
Mean	18,272	15,913	16,366	16,678	15,229	12,898	13,089
Assistant professor							
Median	14,500	12,600	13,477	13,477	12,100	11,000	11,000
Mean	15,071	13,276	13,397	13,733	12,619	10,951	11,092
Instructor							
Median	10,393	10,000	10,800	10,800	9,600	9,000	9,000
Mean	11,757	10,537	11,167	11,154	9,976	8,980	9,062

TABLE 7.--SCHEDULED MINIMUM SALARIES FOR FACULTY IN NONPUBLIC FOUR-YEAR OR HIGHER DEGREE GRANTING INSTITUTIONS, BY TYPE, 1970-71

FACULTY RANK AND ITEM	NONPUBLIC UNIVERSITIES		NONPUBLIC COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	5	17	85	98	54	259
NUMBER OF FACULTY, ALL RANKS .	2,458	2,231	9,854	4,927	1,469	20,939
SCHEDULED SALARIES						
HIGHEST	15,500	18,000	18,000	16,300	15,530	18,000
QUARTILE 3	0	13,775	13,437	12,500	11,000	13,000
MEDIAN	14,200	12,000	12,000	11,000	10,000	11,333
QUARTILE 1	0	10,525	10,525	10,000	8,810	10,000
LOWEST	8,500	9,900	7,500	7,000	5,850	5,850
MEAN	13,140	12,530	12,182	11,265	10,212	11,465
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	5	17	86	98	53	259
NUMBER OF FACULTY, ALL RANKS .	2,458	2,231	9,934	4,947	1,463	21,033
SCHEDULED SALARIES						
HIGHEST	12,300	15,000	14,400	12,700	12,500	15,000
QUARTILE 3	0	11,750	11,000	10,225	9,900	10,610
MEDIAN	11,000	9,600	10,000	9,475	9,000	9,550
QUARTILE 1	0	8,900	9,300	8,500	7,642	8,577
LOWEST	7,500	7,700	7,000	5,000	5,350	5,000
MEAN	10,660	10,432	10,120	9,442	8,964	9,658
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	5	17	86	99	54	261
NUMBER OF FACULTY, ALL RANKS .	2,458	2,231	9,934	4,958	1,469	21,050
SCHEDULED SALARIES						
HIGHEST	10,100	12,000	11,150	10,500	11,000	12,000
QUARTILE 3	0	9,545	9,050	8,720	8,500	9,000
MEDIAN	8,600	8,500	8,500	8,000	7,600	8,000
QUARTILE 1	0	7,655	7,900	7,375	6,837	7,425
LOWEST	6,500	7,400	5,460	4,706	4,850	4,706
MEAN	8,540	8,847	8,454	8,056	7,748	8,184
INSTRUCTOR						
NUMBER OF INSTITUTIONS	5	16	84	98	50	253
NUMBER OF FACULTY, ALL RANKS .	2,458	2,212	9,791	4,876	1,413	20,750
SCHEDULED SALARIES						
HIGHEST	8,000	9,000	11,000	9,000	9,000	11,000
QUARTILE 3	0	8,000	7,600	7,325	7,125	7,500
MEDIAN	7,000	7,000	7,000	7,000	6,500	7,000
QUARTILE 1	0	6,650	6,500	6,500	6,000	6,500
LOWEST	5,500	6,000	4,500	4,100	4,000	4,000
MEAN	6,820	7,310	7,161	6,924	6,585	6,958

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TABLE 8.--SCHEDULED MAXIMUM SALARIES FOR FACULTY IN NONPUBLIC FOUR-YEAR OR HIGHER DEGREE GRANTING INSTITUTIONS, BY TYPE, 1970-71

FACULTY RANK AND ITEM	NONPUBLIC UNIVERSITIES		NONPUBLIC COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	4	12	73	75	48	212
NUMBER OF FACULTY, ALL RANKS .	2,128	1,348	8,410	3,692	1,325	16,903
SCHEDULED SALARIES						
HIGHEST	0	32,000	28,000	27,000	24,091	32,000
QUARTILE 3	0	20,000	20,000	17,000	15,400	18,000
MEDIAN	0	17,250	17,080	15,000	14,000	15,550
QUARTILE 1	0	14,850	15,000	13,150	11,550	13,500
LOWEST	0	12,573	8,640	9,100	6,850	6,850
MEAN	0	18,694	17,485	15,314	13,989	16,036
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	5	16	86	97	52	256
NUMBER OF FACULTY, ALL RANKS .	2,458	2,119	9,934	4,920	1,435	20,866
SCHEDULED SALARIES						
HIGHEST	20,000	24,000	18,000	19,000	18,550	24,000
QUARTILE 3	0	16,200	15,000	13,921	13,000	14,500
MEDIAN	16,800	14,400	14,000	12,500	11,582	13,000
QUARTILE 1	0	12,500	12,450	11,262	10,200	11,500
LOWEST	12,000	11,000	8,340	5,500	6,350	5,500
MEAN	16,060	14,969	13,788	12,626	11,934	13,089
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	5	17	85	99	54	260
NUMBER OF FACULTY, ALL RANKS .	2,458	2,231	9,870	4,958	1,469	20,986
SCHEDULED SALARIES						
HIGHEST	17,000	18,000	16,000	16,000	14,750	18,000
QUARTILE 3	0	13,525	12,500	11,745	11,251	12,100
MEDIAN	13,400	12,000	11,800	10,500	10,000	11,000
QUARTILE 1	0	10,925	10,575	9,500	9,000	9,849
LOWEST	9,300	9,680	7,380	5,200	5,850	5,200
MEAN	12,960	12,518	11,649	10,689	10,333	11,092
INSTRUCTOR						
NUMBER OF INSTITUTIONS	5	16	86	98	52	257
NUMBER OF FACULTY, ALL RANKS .	2,458	2,212	9,934	4,918	1,447	20,969
SCHEDULED SALARIES						
HIGHEST	12,000	14,000	18,000	12,000	12,000	18,000
QUARTILE 3	0	11,500	10,000	9,600	9,200	10,000
MEDIAN	10,200	9,550	9,100	8,920	8,400	9,000
QUARTILE 1	0	9,000	8,650	8,100	7,500	8,200
LOWEST	7,100	7,400	5,520	4,600	5,350	4,600
MEAN	9,780	10,037	9,383	8,884	8,494	9,062

TABLE 9.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES OF PUBLIC AND NONPUBLIC FOUR-YEAR OR HIGHER DEGREE GRANTING INSTITUTIONS' 1965-66 TO 1970-71

Type of scheduled salary and academic year	Professor				Associate professor				Assistant professor				Instructor			
	Public		Nonpublic		Public		Nonpublic		Public		Nonpublic		Public		Nonpublic	
	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase	Mean salary	Percent increase
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
SCHEDULED MINIMUM SALARIES																
1965-66	$ 9,990	...	$ 9,137	...	$ 8,351	...	$ 7,721	...	$ 6,972	...	$ 6,603	...	$ 5,975	...	$ 5,616	...
1967-68	11,525	15.4	9,856	7.9	9,440	13.0	8,267	7.1	7,797	11.8	7,003	6.1	6,621	10.8	5,961	6.1
1968-69	12,099	5.0	10.487	6.4	9,950	5.4	8,787	6.3	8,180	4.9	7,406	5.8	6,871	3.8	6,316	6.0
1969-70	12,999	7.4	11,051	5.4	10,676	7.3	9,230	5.0	8,727	6.7	7,794	5.2	7,397	7.7	6,640	5.1
1970-71	13,783	6.0	11,465	3.7	11,299	5.8	9,658	4.6	9,273	6.3	8,184	5.0	7,854	6.2	6,958	4.8
SCHEDULED MAXIMUM SALARIES																
1965-66	14,584	...	12,640	...	11,574	...	10,212	...	9,615	...	8,610	...	8,090	...	7,236	...
1967-68	16,221	11.2	13,491	6.7	13,405	15.8	10,973	7.5	11,137	15.8	9,252	7.5	9,248	14.3	7,678	6.1
1968-69	17,171	5.9	14,497	7.5	14,255	6.3	11,825	7.8	11,779	5.8	9,953	7.6	9,579	3.6	8,181	6.6
1969-70	19,015	10.7	15,365	6.0	15,653	9.8	12,439	5.2	12,815	8.8	10,520	5.7	10,407	8.6	8,586	5.0
1970-71	20,426	7.4	16,036	4.4	16,678	6.5	13,089	5.2	13,733	7.2	11,092	5.4	11,154	7.2	9,062	5.5

NOTE: The numbers of institutions reporting by year are as follows: 1965-66—194 public, 274 nonpublic; 1967-68—164 public, 233 nonpublic; 1968-69—155 public, 385 nonpublic; 1969-70—168 public, 317 nonpublic; 1970-71—152 public, 261 nonpublic.

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FIGURE I

MEDIAN SCHEDULED MINIMUN AND MAXIMUM SALARIES IN PUBLIC AND NONPUBLIC COLLEGES AND UNIVERSITIES, 1970-71

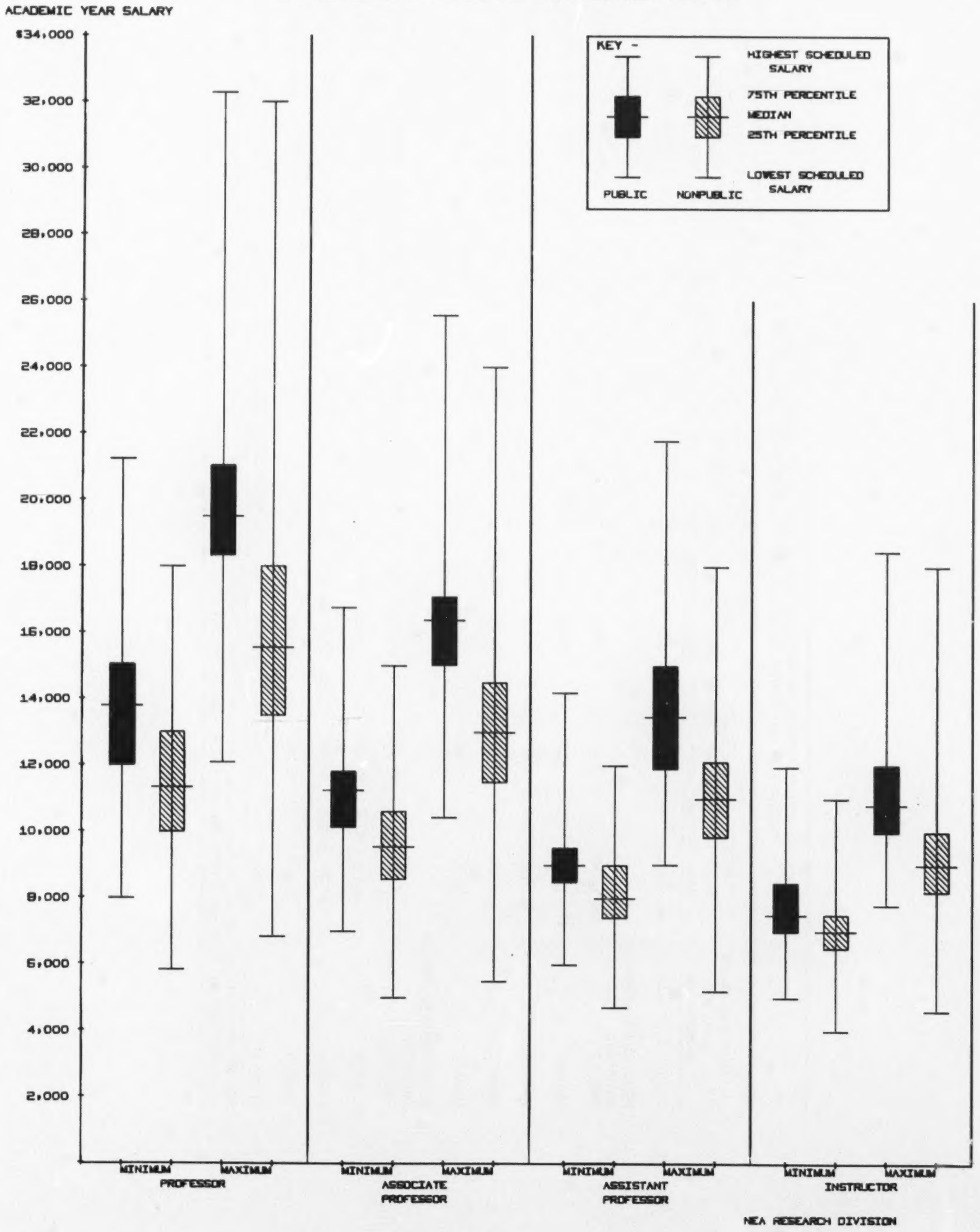
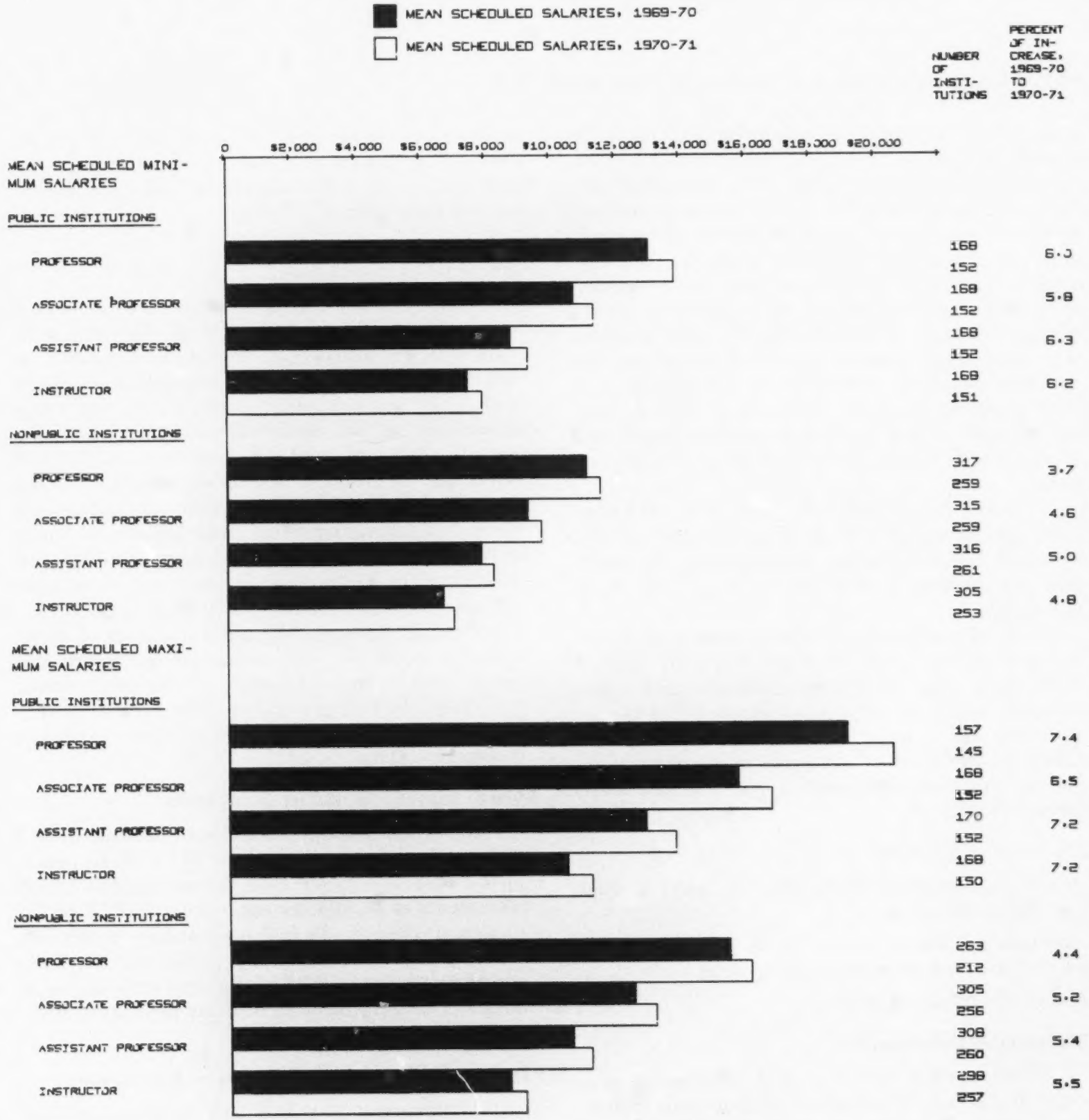


FIGURE II

MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC AND NONPUBLIC COLLEGES AND UNIVERSITIES, BY FACULTY RANK, 1969-70 AND 1970-71



NEA RESEARCH DIVISION

PROVISION FOR SCHEDULED SALARY INCREMENTS

USE OF A SYSTEM of scheduled increments is described in 99 or more than two-thirds (65.1 percent) of the 152 public institution salary schedules. In 61 of these schedules the structure provides a series of equal increments within a given rank, either in amount or in percentage of increase. The amounts specified for increments in the remaining 38 salary schedules from public institutions vary within rank according to the highest level of education completed. Regular or equal increments are provided in about two-fifths of the schedules in each grouping of public institutions (45.5 percent in universities, 41.1 percent in public colleges, and 37.6 percent among institutions in state-wide systems).

Almost 3 in 10 (27.1 percent) of the 262 nonpublic institution salary schedules provide a system of scheduled increments. Among these 71 schedules, 61 provide increments in regular or equal amounts.

The characteristics of the increment structure are reviewed in Table 10 which shows by type of institution the number, amounts, and total amounts added by regular increments. For the institutions having multiple salary scales within ranks based on the level of academic preparation completed, the most representative preparation levels are as follows:

Professor—Doctorate

Associate professor—Doctorate, or next highest level below doctorate

Assistant professor—Master's plus 1 year, or next highest level below master's plus 1 year

Instructor—Master's degree

Numbers of Increments

The number of scheduled increments provided in the salary schedules of four-year institutions ranges from one to 35 with differences by rank and by type of institution. The mean number of increments among public institutions is eight for professor and seven for the lower ranks. In nonpublic institutions, the mean number of increments is eight for the three highest ranks and seven for instructor. Among public institutions the mean number of increments tends to be at least one greater in the universities than in the other groups. The mean numbers of increments in nonpublic universities are higher than in nonpublic colleges by two increments for professors and assistant professors and by three increments for associate professor and instructor.

Amounts of Increments

The amount of each scheduled increment ranges from $98 to $2,000 with differences by rank and by institution. The mean amounts are largest at the top rank ($840 in public institutions and $548 in nonpublic institutions) and range downward to the rank of instructor where the mean is $473 in public institutions and $333 in nonpublic institutions. The mean amounts of increments in the schedules of public institutions are highest in the universities, next highest in public colleges and lowest in institutions in state systems at all ranks excepting that of instructor where institutions in state systems are slightly higher than other public colleges. The mean amounts of increments in nonpublic universities are not widely different from the mean amounts for the same rank in the nonpublic colleges except at the rank of professor where the mean in universities is greater than in colleges by $90.

Total Amount Added by Increments

The total amount added by all increments in a given rank range from $300 to $12,800. In public institutions the mean total amount added by all increments is $6,403 for professors, $5,026 for associate professors, $4,007 for assistant professors, and $3,152 for instructors. A similar pattern is observed among nonpublic institutions with the mean amounts ranging from $3,890 for professors down to $1,898 for instructors.

Increment Structure by Groups of Institutions

Comparison of public and nonpublic institutions in the means listed in Table 10 suggests that the mean numbers of increments among ranks in public institutions do not differ widely from those in nonpublic institutions; that the mean increment in public institutions is about one-third larger than the amount for the same rank in nonpublic institutions, and the mean total amount added over all increments in public institutions is about one-half larger than the amount for the same rank in nonpublic institutions.

TABLE 10.--NUMBER, AMOUNT, AND TOTAL AMOUNT ADDED BY REGULAR SALARY INCREMENTS IN PUBLIC AND NON-PUBLIC COLLEGES AND UNIVERSITIES, BY FACULTY RANK, 1970-71

FACULTY RANK	PUBLIC INSTITUTIONS UNIVERSITIES	PUBLIC INSTITUTIONS COLLEGES	PUBLIC INSTITUTIONS STATE SYSTEMS	PUBLIC INSTITUTIONS TOTAL	NON-PUBLIC INSTITUTIONS UNIVERSITIES	NON-PUBLIC INSTITUTIONS COLLEGES	NON-PUBLIC INSTITUTIONS TOTAL
1	2	3	4	5		7	8
PROFESSOR							
NUMBER OF INCREMENTS							
HIGH	15	17	10	17	25	20	25
MEDIAN	7	7	6	7	9	7	7
LOW	3	5	6	3	2	1	1
MEAN	8	8	7	8	10	8	8
AMOUNT OF INCREMENT							
HIGH	1,470	1,222	888	1,470	803	2,000	2,000
MEDIAN	1,123	775	776	776	629	500	500
LOW	475	342	700	342	495	109	109
MEAN	994	832	770	840	628	538	548
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	12,714	10,623	7,992	12,714	12,800	8,561	12,800
MEDIAN	8,560	7,140	4,660	6,975	5,135	3,400	3,500
LOW	2,456	2,400	4,596	2,400	1,400	400	400
MEAN	7,984	6,687	5,546	6,403	5,683	3,680	3,890
NUMBER OF INSTITUTIONS	15	13	32	60	6	51	57
ASSOCIATE PROFESSOR							
NUMBER OF INCREMENTS							
HIGH	13	13	9	13	25	35	35
MEDIAN	7	7	6	7	8	6	6
LOW	4	4	6	4	2	2	2
MEAN	8	7	7	7	10	8	8
AMOUNT OF INCREMENT							
HIGH	1,100	1,068	697	1,100	616	1,166	1,166
MEDIAN	975	571	640	640	488	444	450
LOW	382	342	600	342	372	100	100
MEAN	823	657	634	686	482	450	453
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	8,778	7,696	6,276	8,778	9,300	6,377	9,300
MEDIAN	7,480	5,325	3,840	4,401	3,988	3,000	3,000
LOW	2,294	2,000	3,780	2,000	1,000	400	400
MEAN	6,392	4,872	4,453	5,026	4,393	2,967	3,112
NUMBER OF INSTITUTIONS	15	14	32	61	6	53	59
ASSISTANT PROFESSOR							
NUMBER OF INCREMENTS							
HIGH	13	12	9	13	25	35	35
MEDIAN	7	7	6	7	8	6	6
LOW	4	4	6	4	2	2	2
MEAN	8	7	7	7	10	7	8
AMOUNT OF INCREMENT							
HIGH	1,077	857	572	1,077	466	741	741
MEDIAN	844	428	500	500	400	400	400
LOW	357	257	496	257	276	98	98
MEAN	681	518	509	553	381	395	394
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	7,599	6,000	5,148	7,599	6,900	5,525	6,900
MEDIAN	6,000	3,880	3,108	3,880	3,200	2,552	2,600
LOW	2,147	1,200	2,980	1,200	800	494	494
MEAN	5,261	3,823	3,499	4,007	3,430	2,525	2,617
NUMBER OF INSTITUTIONS	15	14	32	61	6	53	59
INSTRUCTOR							
NUMBER OF INCREMENTS							
HIGH	13	12	9	13	25	35	35
MEDIAN	7	7	6	7	6	5	5
LOW	1	1	6	1	2	2	2
MEAN	8	6	7	7	9	6	7
AMOUNT OF INCREMENT							
HIGH	1,908	635	728	1,908	400	937	937
MEDIAN	635	348	411	411	325	300	300
LOW	300	266	400	266	188	100	100
MEAN	608	419	433	473	315	335	333
TOTAL AMOUNT ADDED BY INCREMENTS							
HIGH	6,544	4,450	6,552	6,552	4,700	7,000	7,000
MEDIAN	4,450	2,730	2,562	2,562	1,850	1,600	1,600
LOW	961	300	2,470	300	600	400	400
MEAN	3,885	2,703	3,005	3,152	2,281	1,856	1,898
NUMBER OF INSTITUTIONS	15	14	32	61	6	55	61

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1970-71

STATE AND INSTITUTION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR		
	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI MUM	INCR.
* - PUBLIC INSTITUTION												
ALABAMA												
*ALABAMA STATE UNIVERSITY[c]	12830	14630	...	9300	13500	...	7800	9480	...	7200	7920	...
*TROY STATE UNIVERSITY[ab]	13000	14300	...	9600	11550	...	8300	10670	...	6300	8800	2
TUSKEGEE INSTITUTE	10500	...	...	8500	12500	...	7500	10500	...	6000	8500	...
ALASKA												
ARIZONA												
GRAND CANYON COLLEGE	8500	...	...	7200	9000	...	6700	8000	...	6200	7200	...
ARKANSAS												
*SOUTHERN STATE COLLEGE[ab]	9600	15000	...	8400	13080	...	7800	12240	...	7440	9600	8
CALIFORNIA												
AZUSA PACIFIC COLLEGE	9200	13600	11	7900	11200	11	7200	9300	7	6600	7600	5
*CAL ST COL DOMINGUEZ HILLS[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST COLL BAKERSFIELD[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST COLL HAYWARD[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	4
*CAL ST COLL LONG BEACH[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST COLL LOS ANGELES[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST COLL SAN BERNARDINO[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST COLLEGE FULLERTON[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST POLY KELLOGG VOORHIS[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*CAL ST POLY SAN LUIS OBISPO[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
CALIF COLL OF ARTS & CRAFTS	14280	17080	5	10920	13720	5	7560	10360	5	5880	7000	...
CALIFORNIA LUTHERAN COLLEGE	11500	17000	...	9500	14000	...	8000	12000	...	7000	9000	...
CHAPMAN COLLEGE	14000	17500	...	11000	14500	...	8000	11500	...	7000	9000	...
*CHICO STATE COLLEGE[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
COLLEGE OF THE HOLY NAMES	12821	14135	2	10046	12211	4	8508	9849	3	7350	8103	2
*FRESNO STATE COLLEGE[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*HUMBOLDT STATE COLLEGE[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
LA VERNE COLLEGE[ab]	10200	16250	...	8800	13600	...	7000	11400	...	5500	7000	...
LOMA LINDA UNIVERSITY	10200	10600	...	9700	10100	...	8800	9600	...	7900	8700	...
LONE MOUNTAIN COLLEGE	12900	15900	6	10100	13100	6	7800	10200	6	6800	9200	...
OCCIDENTAL COLLEGE	14000	22300	...	11700	15200	...	9000	12500	...	8500	10500	...
*OTIS ART INST OF L A COUNTY	12771	15903	...	11439	14247	...	9693	12087	...	7020	...	...
PACIFIC UNION COLLEGE[ab]	10200	10600	...	9700	10100	...	8800	9600	...	7900	8700	...
PEPPERDINE COLLEGE	9900	12573	...	7700	11204	...	7591	9680	...	6000	7400	...
*SACRAMENTO STATE COLLEGE[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*SAN DIEGO STATE COLLEGE[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*SAN FERNANDO VALLEY ST COLL[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*SAN FRANCISCO STATE COLLEGE[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*SAN JOSE STATE COLLEGE[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*SONOMA STATE COLLEGE[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
*STANISLAUS STATE COLLEGE[ab]	15036	19224	...	11808	15036	...	9324	11904	...	8460	10800	...
UNIV OF SAN FRANCISCO	15410	21540	11	12150	17732	13	9560	14041	13	8720	11905	4
*UNIVERSITY OF CALIFORNIA	16100	25700	...	13100	17800	...	10200	13800	...	...	8800	...
COLORADO												
*ADAMS STATE COLLEGE	13968	18000	...	11088	13968	...	8856	11088	...	7200	8856	...
*METROPOLITAN STATE COLLEGE	13970	...	...	11090	13180	4	8860	10800	6	7200	8280	3
*SOUTHERN COLORADO ST COLLEGE	13968	18000	...	11088	13968	...	8856	11088	...	7200	8856	...
*WESTERN STATE COLLEGE	13970	18000	6	11090	13490	5	8860	10710	5	7200	8520	4
CONNECTICUT												
ALBERTUS MAGNUS COLLEGE	12500	16000	...	11000	13000	...	9500	11000	...	8500	9700	...
ANNHURST COLLEGE	10500	12000	...	10000	11500	...	8500	10500	...	7500	10000	5
*CENTRAL CONN STATE COLLEGE	16098	19770	...	13802	17078	...	11336	13826	...	10179	12537	6
*EASTERN CONN STATE COLLEGE	16098	19770	...	13802	17078	...	11336	13826	...	10179	12537	6
SAINT BASIL S COLLEGE	7100	10700	9	...	...	...	6600	10200	9	6100	9700	...
*SOUTHERN CONN STATE COLLEGE	16098	19770	...	13802	17078	...	11336	13826	...	10179	12537	6
ST JOSEPH COLLEGE	13000	18000	...	10000	14000	...	8000	11000	...	7000	9000	...
*U.S. COAST GUARD ACADEMY[ab]	16608	21347	...	12444	19655	...	9698	14823	...	8050	10796	10
UNIVERSITY OF BRIDGEPORT	13000	24000	...	11000	20000	...	9000	17000	...	7000	12000	...
*UNIVERSITY OF CONNECTICUT	17000	29000	15	14000	21260	11	10000	15830	11	8000	13200	...
UNIVERSITY OF NEW HAVEN	13800	...	...	13500	15800	...	11500	13300	...	9000	11500	...
WESLEYAN UNIVERSITY	18000	...	...	14400	17900	...	10500	14300	...	9000	10400	...
*WESTERN CONN STATE COLLEGE	16098	19770	...	13802	17078	...	11336	13826	...	10179	12537	6
DELAWARE												
*DELAWARE STATE COLLEGE	13000	18000	...	10500	14500	...	8500	12000	...	7500	9500	...
DISTRICT OF COLUMBIA												
*D.C. TEACHERS COLLEGE	15500	22475	9	12400	17980	9	9700	13580	8	7750	10480	...
DUNBARTON COLL OF HOLY CROSS[ab]	11000	15000	7	9000	12000	6	8000	10225	3	6825	8700	2
*FEDERAL CITY COLLEGE	15500	22475	9	12400	17980	9	9700	13580	8	7750	10480	...
GALLAUDET COLLEGE	16000	24000	...	12700	16000	...	10500	12700	...	8200	10500	...
TRINITY COLLEGE	12500	...	...	10000	12600	...	9000	11500	...	8000	10500	...
FLORIDA												
BARRY COLLEGE	10000	15000	...	7500	13500	...	7000	12000	...	6500	9000	...
FLORIDA PRESBYTERIAN COLLEGE	13000	20000	...	10000	14000	...	8500	11500	...	7000	9000	...
FORT LAUDERDALE UNIVERSITY	11500	14000	...	9500	12000	...	8500	10000	...	7500	9000	...
NOVA U OF ADVANCED TECH INC	18000	26000	...	15000	18000	...	12000	15000	...	...	...	...
SAINT LEO COLLEGE	12300	16500	...	10500	14060	...	9000	12040	...	7200	9640	...
UNIVERSITY OF TAMPA	9500	17000	...	7500	14000	...	7000	11000	...	6000	9000	...
GEORGIA												
CLARK COLLEGE	10600	15000	...	9100	12800	...	8100	11500	...	7000	9000	4

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1970-71

STATE AND INSTITUTION	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR		
	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI-MUM	INCR.	MINI-MUM	MAXI MUM	INCR.
• - PUBLIC INSTITUTION												
HAWAII												
CHAMINADE COLL OF HONOLULU	12600	16392	8	10260	13476	8	8352	10992	8	6876	8940	8
•UNIVERSITY OF HAWAII[c]	16608	21852	7	12624	16608	7	9984	12624	7	7596	9984	7
IDAHO												
NORTHWEST NAZARENE COLLEGE	8200	11600	17	7000	8700	17	6000	7700	17	5500	6700	...
ILLINOIS												
CHICAGO THEOLOGICAL SEMINARY	12000	20000	...	10500	15000	...	9000	12000	...	7500	9500	...
ELMHURST COLLEGE	13000	20000	...	12000	16000	...	9000	14000	...	7000	9500	12
EVANGELICAL THEO SEMINARY	14000	...	...	12500	14500	...	11000	13500	...	...	...	...
GREENVILLE COLLEGE	10300	11500	3	8900	9700	2	7600	8500	3	6600	7000	2
LAKE FOREST COLLEGE	14000	25000	...	12500	17500	...	9000	12000	...	7000	9000	...
LUTHERAN SCHOOL OF THEOLOGY	13000	18000	...	12000	16000	...	11000	14000	...	9000	12000	...
NORTH CENTRAL COLLEGE	13000	18000	...	12000	15000	...	10000	13000	...	9000	11000	...
SCH OF ART INST OF CHICAGO	9600	18000	...	7200	14400	...	6000	10800	...	5100	8700	4
SPERTUS COLLEGE OF JUDAICA	10000	14000	...	9000	12500	...	8500	11000	...	6500	8000	3
ST PROCOPIUS COLLEGE	12630	15900	9	10670	13555	9	8710	11200	9	8175	8850	...
INDIANA												
•BALL STATE UNIVERSITY[ab]	14895	18580	...	12765	15565	...	8855	14435	...	7045	10045	15
HUNTINGTON COLLEGE	10963	13157	...	9721	11664	...	8066	9678	...	7051	8461	...
MANCHESTER COLLEGE	13000	17500	...	10500	15000	...	8500	12500	...	7000	9500	...
IOWA												
CENTRAL COLLEGE	11000	20000	...	9500	18000	...	8000	13000	...	7000	10000	...
DIVINE WORD COLLEGE	10000	16000	20	9000	14400	20	8000	12800	20	7000	11200	40
ST AMBROSE COLLEGE	...	...	...	10000	15000	35	10500	16000	35	11000	18000	...
KANSAS												
BETHANY COLLEGE	10500	17000	...	8500	12500	...	7000	10500	...	6500	8500	...
KANSAS WESLEYAN	10000	15000	...	8600	12500	...	7500	11000	...	7000	10000	...
MANHATTAN BIBLE COLLEGE	8800	12000	...	7300	10400	...	6500	9700	...	6000	9200	...
MCPHERSON COLLEGE[ab]	8570	12800	...	7500	10750	...	6710	9300	...	6500	...	...
MID AMERICA NAZARENE COLLEGE	11000	13500	...	9000	11500	...	7000	9500	...	6500	8000	...
TABOR COLLEGE	8500	11000	...	7750	10000	...	7000	9000	...	6250	8000	...
KENTUCKY												
BEREA COLLEGE	12500	17000	...	10500	13500	...	8650	11500	...	7400	9000	...
GEORGETOWN COLLEGE[b]	12300	18700	...	9900	14100	...	8900	11800	...	7600	9600	...
LOUISIANA												
•GRAMBLING COLLEGE[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
•LOUISIANA TECH UNIVERSITY[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
•MC NEESE STATE UNIVERSITY[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
•NICHOLLS STATE UNIVERSITY[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	4
•NORTHEAST LOUISIANA UNIV[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	4
•NORTHWESTERN ST UNIV OF LA[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	4
•SOUTHEASTERN LOUISIANA UNIV[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	4
•SOUTHERN UNIV BATON ROUGE[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
•SOUTHERN UNIV NEW ORLEANS[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	...
•U OF SOUTHWESTERN LOUISIANA[ab]	10000	19500	...	9000	16500	...	8000	15500	...	6500	11500	4
MAINE												
MARYLAND												
•BOWIE STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	10
•COPPIN STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	10
•FROSTBURG STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	10
•MORGAN STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	10
MOUNT SAINT AGNES COLLEGE	11475	...	...	10950	...	...	8300	9165	...	7450	7800	...
MOUNT SAINT MARY S COLLEGE	12500	17000	...	10000	14000	...	8500	12000	...	7000	10000	6
•SALISBURY STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	10
•TOWSON STATE COLLEGE	13000	20000	10	11000	16400	9	9000	13000	8	7500	10700	10
UNIVERSITY OF BALTIMORE	10500	15950	11	9500	13775	9	8000	11600	9	7000	9100	6
MASSACHUSETTS												
AMERICAN INTERNATIONAL COLL	12500	18500	...	10500	14000	...	8500	12000	...	7500	10000	...
ANNA MARIA COLLEGE	12500	18500	...	10600	12490	...	9000	10500	...	7700	8900	4
ASSUMPTION COLLEGE[b]	11500	18000	...	9400	15000	...	8000	12000	...	6500	8000	...
•BOSTON STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
•BRIDGEWATER STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
CURRY COLLEGE	12000	...	...	9500	14500	...	8000	12500	...	7000	10000	...
EPISCOPAL THEOLOGICAL SCH	10000	...	...	8500	9500	...	7500	8500	...	...	6500	...
•FITCHBURG STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
•FRAMINGHAM STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
•LOWELL STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
•LOWELL TECHNOLOGICAL INST	16055	26678	11	12940	20636	12	9417	15004	12	8036	11720	...
•MASS COLLEGE OF ART	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
•MASS MARITIME ACADEMY	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
MERRIMACK COLLEGE[ab]	11500	14800	6	9800	13100	6	8350	11500	7	7600	9350	5
•NORTH ADAMS STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
•SALEM STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
•SOUTHEASTERN MASS UNIVERSITY	12079	21000	10	9717	16705	10	8599	14500	10	7341	12300	...
SPRINGFIELD COLLEGE	12000	...	...	9500	...	...	7500	10500	...	6000	9000	15
STONEHILL COLLEGE	13700	18520	6	10800	14500	6	8500	11300	6	7400	9000	...
SUFFOLK UNIVERSITY	13000	20000	...	10000	16200	...	8500	13600	...	8000	11500	...

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1970-71

STATE AND INSTITUTION	PROFESSOR MINI-MUM	PROFESSOR MAXI-MUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINI-MUM	ASSOCIATE PROFESSOR MAXI-MUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINI-MUM	ASSISTANT PROFESSOR MAXI-MUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINI-MUM	INSTRUCTOR MAXI MUM	INSTRUCTOR INCR.
* - PUBLIC INSTITUTION												
MASSACHUSETTS												
*UNIVERSITY OF MASSACHUSETTS	14000	27659	...	11000	23000	...	9000	18000	...	6400	14000	...
WELLESLEY COLLEGE	17000	...	...	13300	16300	...	10600	13000	...	9200	10100	...
WESTERN NEW ENGLAND COLLEGE	11000	17500	...	9500	14000	...	8000	11500	...	7000	9500	...
*WESTFIELD STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
WHEELOCK COLLEGE	13000	20000	...	9500	15500	...	8500	13500	...	7000	11500	...
*WORCESTER STATE COLLEGE	13936	24840	...	11461	19991	...	9516	15902	...	7956	12696	...
MICHIGAN												
CALVIN COLLEGE	12160	15200	8	10640	12920	6	9120	12540	9	7600	9500	5
*EASTERN MICHIGAN UNIVERSITY[b]	14000	...	...	11250	19400	...	8900	15900	...	7250	12800	6
GRACE BIBLE COLLEGE[ab]	8820	10473	...	7607	9591	...	6615	8544	...	5512	7166	...
HOPE COLLEGE	11200	17400	...	9800	14900	...	8600	12250	...	7700	10000	...
MERCY COLLEGE OF DETROIT	11500	16000	...	9500	12500	...	8500	11000	...	7200	9000	...
OWOSSO COLLEGE[ab]	8000	10400	...	7500	10200	...	7000	10000	...	6300	8100	10
MINNESOTA												
BETHEL COLLEGE	10900	15600	...	8900	12500	...	7400	10200	...	6500	8000	5
GUSTAVUS ADOLPHUS COLLEGE	14000	21000	...	11000	17000	...	9000	14000	...	8000	12000	...
HAMLINE UNIVERSITY	16500	22000	...	12500	16500	...	10000	12500	...	8000	10000	...
MINNEAPOLIS COL OF ART & DES	14000	...	...	10800	13000	...	9500	12500	...	7500	9130	...
MISSISSIPPI												
*JACKSON STATE COLLEGE	10920	18060	17	10140	15210	13	7920	12240	12	7260	10560	...
RUST COLLEGE	9000	15000	...	7500	10500	...	7000	9500	...	5000	6500	...
*UNIV OF MISSISSIPPI OXFORD	11000	...	...	9000	15000	...	7500	10500	...	6500	8500	...
MISSOURI												
*CENTRAL MISSOURI STATE COLL[ab]	9900	16050	...	9050	13950	...	8550	12800	...	8200	11150	...
PARK COLLEGE	14864	20111	...	10410	14084	...	9354	12656	...	7259	9821	...
MONTANA												
ROCKY MOUNTAIN COLLEGE	11000	...	...	9500	...	...	8000	9500	...	7500	8500	...
NEBRASKA												
GRACE BIBLE COLLEGE	7830	10382	15	7250	9802	15	6670	9222	15	5800	8352	...
NEVADA												
*UNIVERSITY OF NEVADA	14075	18825	10	10825	15925	12	8750	12500	10	6725	9975	8
NEW HAMPSHIRE												
FRANKLIN PIERCE COLLEGE	10400	13200	...	9200	12000	...	8000	10800	...	6800	9600	...
NEW ENGLAND COLLEGE	12400	13400	1	10200	11500	2	9200	10300	2	7500	8900	...
NEW JERSEY												
*GLASSBORO STATE COLLEGE	15320	19916	6	12603	16383	6	10369	13477	6	8530	11092	6
*JERSEY CITY STATE COLLEGE	15320	19916	6	12603	16383	6	10369	13477	6	8530	11092	6
*MONTCLAIR STATE COLLEGE	15320	19916	6	12603	16383	6	10369	13477	6	8530	11092	6
*NEWARK COLL OF ENGINEERING	15320	19916	6	12603	16383	6	10369	13477	6	8530	11092	6
*NEWARK STATE COLLEGE	15320	19916	6	12603	16383	6	10369	13477	6	8530	11092	6
*PATERSON STATE COLLEGE	15320	19916	6	12603	16383	6	10369	13477	6	8530	11092	6
*RUTGERS THE STATE UNIVERSITY	19553	32267	13	12603	20793	13	10369	17103	13	8530	12800	6
SAINT PETER S COLLEGE	13000	...	...	10500	14500	...	9500	12500	...	8000	11000	2
*TRENTON STATE COLLEGE	15320	19916	6	12603	16383	6	10369	13477	6	8530	11092	6
NEW MEXICO												
NEW YORK												
*ALFRED UNIV COLL OF CERAMICS	15500	...	...	11200	18700	...	9500	15600	...	6650	9000	...
ALFRED UNIVERSITY	11200	...	...	8800	15000	...	7850	12000	...	6650	9000	...
*BARUCH COLLEGE	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
*BROOKLYN COLLEGE	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
*CITY COLLEGE	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
COLLEGE OF MT ST VINCENT	14000	...	...	11000	15500	...	9000	13000	...	7500	11000	...
COLLEGE OF NEW ROCHELLE	16300	21100	6	12700	16200	5	9600	12600	5	8000	9000	...
EISENHOWER COLLEGE	15000	19000	...	12000	16500	...	9500	13500	...	8000	11000	...
ELMIRA COLLEGE	13400	20500	...	11200	15200	...	9300	15045	...	7900	11800	...
*GRADUATE CENTER	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
*HUNTER COLLEGE	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
*JAY COLL OF CRIM JUSTICE	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
*LEHMAN COLLEGE	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
MARYMOUNT COLLEGE	17050	20250	...	13200	16000	...	11150	12950	...	9100	10100	...
NAZARETH COLL OF ROCHESTER	16000	18500	...	11500	12500	...	9400	10500	...	7500	9000	...
NIAGARA UNIVERSITY	13000	20000	12	11000	15000	8	8600	11400	7	7000	8500	6
PACE COLLEGE	14500	...	...	12500	16500	...	10000	14500	...	8500	12000	...
*QUEENS COLLEGE	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
*RICHMOND COLLEGE	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
SAINT FRANCIS COLLEGE[b]	12250	...	...	10500	14500	...	8600	12700	...	7500	10500	...
SAINT JOSEPH S COLLEGE	10000	...	...	9000	12500	...	8100	10500	...	7000	8300	...
SKIDMORE COLLEGE	13000	...	...	10800	13500	...	8800	12500	...	7400	10000	...
VASSAR COLLEGE	14000	24000	...	12000	16000	...	9000	13000	...	7000	10000	...
*YORK COLLEGE	21240	29800	7	16760	24240	7	13760	19760	7	11960	16410	6
NORTH CAROLINA												
DAVIDSON COLLEGE	14000	25000	...	12300	15500	...	10300	12500	...	8500	10700	...
GUILFORD COLLEGE	11500	...	...	9500	12500	...	7500	11000	...	6500	9500	...
MARS HILL COLLEGE	9000	13208	...	8750	11130	...	7591	10800	...	6875	8386	...
MEREDITH COLLEGE	10500	...	...	9500	12000	...	8000	10000	...	6800	8700	...

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1970-71

STATE AND INSTITUTION	PROFESSOR MINI-MUM	PROFESSOR MAXI-MUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINI-MUM	ASSOCIATE PROFESSOR MAXI-MUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINI-MUM	ASSISTANT PROFESSOR MAXI-MUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINI-MUM	INSTRUCTOR MAXI MUM	INSTRUCTOR INCR.
• - PUBLIC INSTITUTION												
NORTH CAROLINA												
•NORTH CAROLINA A&T ST UNIV	11000	16500	...	9000	14500	...	7200	12000	...	7000	10000	...
•NORTH CAROLINA CENTRAL UNIV	12000	18800	...	10600	15500	...	9500	14400	...	6600	10800	...
NORTH CAROLINA WESLEYAN COLL	10500	...	...	8500	12000	...	7000	11000	...	6000	8500	...
SACRED HEART COLLEGE[ab]	8800	11400	...	8000	10800	...	6800	9600	...	6000	8400	...
SHAW UNIVERSITY	11500	16000	...	9000	12000	...	8500	10000	...	7000	9000	...
ST ANDREWS PRESBYTERIAN COLL	11000	18000	...	9500	15000	...	8500	12000	...	7000	9500	...
NORTH DAKOTA												
OHIO												
•AIR FORCE INST OF TECHNOLOGY	19643	29752	9	16760	25538	9	14192	21791	9	11905	18449	9
•CENTRAL STATE UNIVERSITY	12000	21000	...	10000	17000	...	9000	15000	...	8000	10500	...
COL OF MT ST JOSEPH ON OHIO	10500	16000	...	8000	13000	...	7500	10000	...	6500	8500	...
COLLEGE OF WOOSTER	12200	22000	...	10400	15200	...	9550	14000	...	6600	10400	...
EDGECLIFF COLLEGE	9750	11250	4	8500	9750	4	7500	8500	4	6500	7500	...
OHIO DOMINICAN COLLEGE	12500	14100	4	10500	12100	4	8500	10100	4	7300	8100	2
RIO GRANDE COLLEGE	10000	...	...	9000	13500	...	8000	12000	...	7000	9500	...
ST JOHN COLL OF CLEVELAND	12000	14000	...	10000	12750	...	8650	10900	...	7150	8600	...
WILMINGTON COLLEGE	11000	17000	...	9000	13500	...	8000	11000	...	7000	9000	20
OKLAHOMA												
OREGON												
•OREGON COLLEGE OF EDUCATION	13554	21024	9	10656	16524	9	8730	13536	9	6948	10782	9
•OREGON STATE UNIVERSITY	13554	21546	9	10656	16932	9	8730	13878	9	6948	13500	9
•OREGON TECHNICAL INSTITUTE	13554	21546	9	10656	16932	9	8730	13878	9	6948	13500	9
•SOUTHERN OREGON COLLEGE	13896	21024	9	10926	16524	9	8946	13536	9	7119	10782	9
•UNIVERSITY OF OREGON	13554	21024	9	10656	16524	9	8730	13536	9	6948	10782	9
WESTERN BAPTIST BIBLE COLL	7200	10200	15	6700	8900	11	6300	8100	9	5900	6950	7
PENNSYLVANIA												
ALLENTOWN COL OF ST FRANCIS	12400	15400	5	9900	12400	5	7900	9900	5	6500	8100	5
BEAVER COLLEGE	12500	...	...	11000	14000	...	9000	12000	...	7000	10000	...
•BLOOMSBURG STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
CABRINI COLLEGE	12500	...	...	10000	13000	5	8000	11000	6	6500	8500	...
•CALIFORNIA STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
•CHEYNEY STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
•CLARION STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
•EAST STROUDSBURG STATE COLL	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
•EDINBORO STATE COLL	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
GRATZ COLLEGE	10000	14000	...	9000	12500	...	8500	11000	...	6500	8000	...
HAVERFORD COLLEGE	15000	27000	...	12500	15000	...	10000	12500	...	8500	9800	...
HOLY FAMILY COLLEGE[ab]	12500	15000	...	10000	12400	4	8000	10000	4	6800	8000	4
•INDIANA UNIV OF PENNSYLVANIA	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
•KUTZTOWN STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
LA ROCHE COLLEGE	11000	13000	...	8910	10910	...	7240	9000	...	6000	7500	...
LA SALLE COLLEGE	15210	18650	6	11290	14740	6	9280	11790	6	7410	9630	6
•LOCK HAVEN STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
LYCOMING COLLEGE	13000	20000	...	10000	15500	...	8500	13500	...	7500	10500	...
•MANSFIELD STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
MARYWOOD COLLEGE	12500	16821	...	11020	13977	...	8700	11705	...	8000	9735	...
•MILLERSVILLE STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
SAINT JOSEPH S COLLEGE	12000	...	...	10200	14000	...	8100	12000	...	7000	9000	...
SAINT VINCENT COLLEGE[b]	13500	16000	...	11000	14500	...	9500	13500	...	7500	12000	...
•SHIPPENSBURG STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
•SLIPPERY ROCK STATE COL	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
TEMPLE UNIVERSITY	14200	15600	2	11000	12000	2	8500	9300	2	6500	7100	2
THIEL COLLEGE	11200	15200	...	9600	13000	...	8300	11600	...	7000	9500	...
WAYNESBURG COLLEGE	13050	17488	6	10660	14286	6	9190	12318	6	7720	10346	6
•WEST CHESTER STATE COLLEGE	13680	18340	6	11240	15080	6	8820	11800	6	7250	9720	6
WILKES COLLEGE	12000	16700	...	10000	13800	...	8500	12700	...	6500	10000	...
RHODE ISLAND												
BRYANT COLLEGE	13500	15640	...	12060	13520	...	10526	13197	...	8500	11660	...
PROVIDENCE COLLEGE	13500	17000	...	12000	13000	...	10000	11500	...	9000	9800	...
SOUTH CAROLINA												
•COLLEGE OF CHARLESTON	12500	18000	...	11000	15000	...	8000	12500	...	6000	8000	...
•THE CITADEL[ab]	13300	16175	...	11550	15025	...	9180	12945	...	8500	8800	...
SOUTH DAKOTA												
AUGUSTANA COLLEGE	10000	17000	...	9000	15000	...	7500	11000	...	6500	9000	...
TENNESSEE												
•AUSTIN PEAY STATE UNIVERSITY[b]	8400	18000	...	7800	16600	...	7500	14000	...	6200	12000	...
BRYAN COLLEGE	9100	16750	9	7450	13675	9	6575	12100	9	5825	10700	9
•EAST TENNESSEE STATE UNIV[b]	8400	18000	...	7800	16600	...	7500	14000	...	6200	12000	...
LANE COLLEGE	10000	...	...	9000	11000	...	8000	10000	...	7000	9000	...
•MEMPHIS STATE UNIVERSITY[b]	8400	18000	...	7800	16600	...	7500	14000	...	6200	12000	...
•MIDDLE TENNESSEE STATE UNIV[b]	8400	18000	...	7800	16600	...	7500	14000	...	6200	12000	...
SOUTHERN MISSIONARY COLLEGE	10200	10600	2	9700	10100	2	8800	9600	4	7900	8700	...
•TENNESSEE STATE UNIVERSITY[b]	8400	18000	...	7800	16600	...	7500	14000	...	6200	12000	...
•TENNESSEE TECHNOLOGICAL UNIV[b]	8400	18000	...	7800	16600	...	7500	14000	...	6200	12000	...
TEXAS												
ABILENE CHRISTIAN COLLEGE	9459	12171	...	7443	10519	...	6534	9439	...	6030	6705	3
•ANGELO STATE UNIVERSITY[ab]	10206	15759	...	8442	14076	...	7794	13248	...	7128	10296	...

SALARIES SCHEDULED FOR FACULTY IN UNIVERSITIES AND COLLEGES, 1970-71

STATE AND INSTITUTION	PROFESSOR MINI-MUM	PROFESSOR MAXI-MUM	PROFESSOR INCR.	ASSOCIATE PROFESSOR MINI-MUM	ASSOCIATE PROFESSOR MAXI-MUM	ASSOCIATE PROFESSOR INCR.	ASSISTANT PROFESSOR MINI-MUM	ASSISTANT PROFESSOR MAXI-MUM	ASSISTANT PROFESSOR INCR.	INSTRUCTOR MINI-MUM	INSTRUCTOR MAXI MUM	INSTRUCTOR INCR.
* - PUBLIC INSTITUTION												
TEXAS												
DALLAS THEOLOGICAL SEMINARY	9000	12000	...	8000	11000	...	7000	10000	...	...	8000	...
TEXAS COLLEGE	10000	14000	...	9000	11500	...	7200	9000	...	6300	7200	...
*WEST TEXAS STATE UNIVERSITY	13500	16110	...	11245	14500	...	8910	13736	...	7830	10287	...
WILEY COLLEGE	10000	12000	...	9000	11000	...	8000	10000	...	7800	9000	...
UTAH												
WESTMINSTER COLLEGE	12250	14250	4	10250	12050	4	8800	10200	4	7500	8500	4
VERMONT												
*CASTLETON STATE COLLEGE	10000	18000	...	9000	15000	...	8000	12500	...	7000	10000	...
*JOHNSON STATE COLLEGE	10000	18000	...	9000	15000	...	8000	12500	...	7000	10000	...
VIRGINIA												
EASTERN MENNONITE COLLEGE	7000	10000	...	7100	9200	...	6700	8000	...	6400	7475	...
*MARY WASHINGTON COLLEGE	13100	15500	6	11100	13100	5	9300	10500	4	8100	9300	4
*VIRGINIA MILITARY INSTITUTE	13900	16300	7	11800	14200	7	10100	11900	7	8200	9800	5
WASHINGTON												
*CENTRAL WASHINGTON ST COLL	14312	16768	5	11466	13760	6	8860	11007	6	7507	8468	...
*EASTERN WASHINGTON ST COLL	14000	19000	...	11500	16000	...	9000	13000	...	7500	10000	...
*WESTERN WASHINGTON ST COLL	14246	23769	9	11505	14715	7	9197	12319	8	7979	9533	3
WHITWORTH COLLEGE[ab]	12000	15100	10	10450	12950	11	8000	11150	...	7100	7850	...
WEST VIRGINIA												
WEST VIRGINIA WESLEYAN COLL	10000	15000	...	9000	12500	...	8000	12000	...	7000	9500	...
WHEELING COLLEGE	12000	17000	...	10000	13500	...	8000	11500	...	7000	9500	...
WISCONSIN												
ALVERNO COLLEGE	12300	...	...	10000	14000	...	8000	11000	...	7300	9000	...
BELOIT COLLEGE	14000	...	...	11000	15000	...	9500	12500	...	8000	10000	...
LAKELAND COLLEGE	11500	16500	...	10500	13500	...	9500	11700	...	8000	10000	...
WYOMING												
CANAL ZONE												
PUERTO RICO												
INTER AM UNIV OF PUERTO RICO	...	...	...	...	...	...	...	...	...	...	...	...
INTER AM UNIV OF PUERTO RICO	10700	14500	...	7800	10600	...	6100	8300	...	4750	6450	...

SALARIES BASED ON ACADEMIC PREPARATION	DOCTORATE MINI-MUM	DOCTORATE MAXI-MUM	DOCTORATE INCR.	SIX YEARS MINI-MUM	SIX YEARS MAXI-MUM	SIX YEARS INCR.	MASTER'S MINI-MUM	MASTER'S MAXI-MUM	MASTER'S INCR.	BACHELOR'S MINI-MUM	BACHELOR'S MAXI-MUM	BACHELOR'S INCR.
CONNECTICUT												
SAINT BASIL'S COLLEGE	7100	10700	9	...	...	...	6600	10200	9	6100	9700	9
IDAHO												
NORTHWEST NAZARENE COLLEGE	8200	11600	17	7000	8700	17	6000	7700	17	5500	6700	12
IOWA												
SAINT AMBROSE COLLEGE	11000	18000	35	10000	15000	35	9000	14000	35	...	...	...
KANSAS												
MANHATTAN BIBLE COLLEGE	8800	12000	...	...	...	...	6500	9700	...	6000	9200	...
NEBRASKA												
GRACE BIBLE COLLEGE	7830	10382	15	7250	9802	15	6670	9222	15	5800	8352	15

[a]Number of increments varies with level of educational preparation within rank.
[b]Salaries cover the range of educational preparation within each rank.
[c]Salaries shown exclude merit increments.

EXAMPLES OF SALARY SCHEDULES

This section contains four salary schedules, selected to complement those included in previous studies. The selection of the schedules does not imply endorsement or approval by the National Education Association or the NEA Research Division. They have been chosen as examples because they are representative of a large proportion of the schedules which have been reviewed in this report. Where possible, information in the original documents not within the scope of this report has been deleted.

These four institutions have granted the NEA Research Division permission to reproduce their salary schedules. They are included for illustrative purposes only; therefore, identification has been deleted.

SALARY SCHEDULE OF A PUBLIC COLLEGE

Date of Adoption – January, 1970
Date Effective – July 1, 1970

[NAME OF INSTITUTION]
ACADEMIC SALARY SCHEDULE
NINE-MONTH BASIS
1970-71

	M.A. Instructor	M.A. + 30 Assistant professor	Ph.D. Associate professor	Ph.D. Professor
Increment	$330	$360	$390	$420
STEPS				
1	7,260	7,920	10,140	10,920
2	7,590	8,280	10,530	11,340
3	7,920	8,640	10,920	11,760
4	8,250	9,000	11,310	12,180
5	8,580	9,360	11,700	12,600
6	8,910	9,720	12,090	13,020
7	9,240	10,080	12,480	13,440
8	9,570	10,440	12,870	13,860
9	9,900	10,800	13,260	14,280
10	10,230	11,160	13,650	14,700
11	10,560	11,520	14,040	15,120
12		11,880	14,430	15,540
13		12,240	14,820	15,960
14			15,210	16,380
15				16,800
16				17,220
17				17,640
18				18,060

SALARY SCHEDULE OF A NONPUBLIC COLLEGE

RANK AND SALARY SCHEDULE
(effective Sept. 1, 1969 – Aug. 31, 1971)

Minimum Requirements for Appointment	Salary Range**	Basic Increment
PROFESSOR:		
1) Doctoral degree and 10 yrs. teaching experience; or 2) Doctoral degree and 5 yrs. teaching exp. & 10 yrs. related prof. exper.*	10,900 – 15,600	800
ASSOCIATE PROFESSOR:		
1) Doctoral degree and 5 yrs, teaching experience; or 2) Doctoral degree and 3 yrs. teaching exp. & 4 yrs. related prof. exper.; or 3) Master's degree plus 1 add'l. yr. course wk. & 10 yrs. teaching experience; or 4) Master's degree plus 1 add'l. yr. course wk. & 5 yrs. teaching experience & 10 yrs. related prof. experience.	8,900 – 12,500	600
ASSISTANT PROFESSOR:		
1) Doctoral degree; or 2) Master's degree plus 1 add'l. yr. course wk. & 5 yrs. teaching experience; or 3) Master's degree plus 1 add'l. yr. course wk. & 3 yrs. teaching exper. & 4 yrs. related profess. exper.; or 4) Master's degree plus 10 yrs. teacher experience; or 5) Master's degree plus 5 yrs. teaching exper. & 10 yrs. rel. prof. exper.	7,400 – 10,200	400
INSTRUCTOR:		
1) Master's degree; or 2) Related professional experience.	6,500 – 8,000	300

* Related professional experience: may include research, administration, pastoral/missionary service, or allied graduate study.

** The Board of Education regularly reviews [Name of City] cost-of-living indexes in order to adjust the salary schedule proportionately and thus to keep constant the dollar value of the salary range.

SALARY SCHEDULE OF A NONPUBLIC COLLEGE

[NAME OF INSTITUTION]
SALARY SCALE 1970-71

Rank and training	0 years	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years
A. INSTRUCTOR											
I. Less than M.A.	$6,300	$6,400	$6,500	$6,600	$6,700	$6,800	$ 6,900	$ 7,000	$ 7,100	$ 7,200	$ 7,300
II. M.A.	6,800	6,900	7,000	7,100	7,200	7,300	7,400	7,500	7,600	7,700	7,800
III. M.A. + 15 semester hours	7,100	7,200	7,300	7,400	7,500	7,600	7,700	7,800	7,900	8,000	8,100
B. ASSISTANT PROFESSOR											
IV. M.A.	7,000	7,100	7,200	7,300	7,400	7,500	7,600	7,700	7,800	7,900	8,000
V. M.A. + 15 semester hours	7,300	7,400	7,500	7,600	7,700	7,800	7,900	8,000	8,100	8,200	8,300
VI. M.A. + 30 semester hours	7,600	7,700	7,800	7,900	8,000	8,100	8,200	8,300	8,400	8,500	8,600
VII. M.A. + 45 semester hours or Ed. Spec. Degree	8,100	8,200	8,300	8,400	8,500	8,600	8,700	8,800	8,900	9,000	9,100
VIII. Earned Doctorate	9,000	9,100	9,200	9,300	9,400	9,500	9,600	9,700	9,800	9,900	10,000
C. ASSOCIATE PROFESSOR											
IX. M.A. + 15 semester hours	7,500	7,600	7,700	7,800	7,900	8,000	8,100	8,200	8,300	8,400	8,500
X. M.A. + 30 semester hours	7,800	7,900	8,000	8,100	8,200	8,300	8,400	8,500	8,600	8,700	8,800
XI. M.A. + 45 semester hours or Ed. Spec. Degree	8,300	8,400	8,500	8,600	8,700	8,800	8,900	9,000	9,100	9,200	9,300
XII. Earned Doctorate	9,200	9,300	9,400	9,500	9,600	9,700	9,800	9,900	10,000	10,100	10,200
D. PROFESSOR											
XIII. M.A. + 30 semester hours	8,000	8,100	8,200	8,300	8,400	8,500	8,600	8,700	8,800	8,900	9,000
XIV. M.A. + 45 semester hours	8,500	8,600	8,700	8,800	8,900	9,000	9,100	9,200	9,300	9,400	9,500
XV. Earned Doctorate	9,400	9,500	9,600	9,700	9,800	9,900	10,000	10,100	10,200	10,300	10,400

SALARY SCHEDULE OF A PUBLIC UNIVERSITY

Rank and Training	Minimum Years of Creditable Service *Completed* 0	1	2	3	4	5	6	7	8	9	10
Professor											
Doctor										10,486	10,593
M.A. +											
Master											
Associate											
Doctor	8,035	8,195	8,354	8,514	8,674	8,834	8,940	9,047	9,154	9,207	9,261
M.A. +				8,195	8,354	8,514	8,621	8,727	8,834	8,940	9,047
M.A.							8,408	8,514	8,567	8,621	8,674
Instructor											
Doctor	7,501	7,608	7,768	7,928	8,088	8,248					
M.A. +	7,288	7,395	7,555	7,714	7,874	8,035	8,088	8,141			
M.A.	7,075	7,182	7,342	7,501	7,661	7,821	7,928	8,035	8,088	8,141	

Rank and Training	Minimum Years of Creditable Service *Completed* 11	12	13	14	15	16	17	18	19	20
Professor										
Doctor				12,725	12,831	12,938	13,044	13,151	13,257	13,364
M.A. +										(12,831)
Master										(12,404)
Associate										
Doctor	10,699	10,806	10,912	11,019	11,072	11,125	11,179	11,232	11,285	11,338
M.A. +										(10,912)
Master										(10,540)
Assistant										
Doctor	9,314	9,367	9,420	9,474						
M.A. +	9,101	9,154	9,207	9,261	9,314	9,367				
M.A.	8,727	8,780	8,834	8,887	8,940	8,993				

1. Exceptional effectiveness and other factors may be recognized by additional salary above schedule "floors" (no limit).
2. The schedule, modified in each individual case in terms of individual adjustments already granted, shall be used as a *guide* in determining salary recommendations.
3. The schedule applies to the academic year. It does not apply to part-time positions. Although summer-session employment is not assured, 8/36 of the yearly rate is paid for the 8-weeks session.
4. Each staff member ordinarily serves a 3-year period of probation (not including time spent on leave of absence).
5. The schedule in no way limits the right to dismissal.
6. Department head "floors" are $1,066 above schedule; Directors, $320; Campus School Department Chairmen, $107; and School Principals, $320.
7. Salary "floors" for administrative staff members employed on the 12-month basis are 11/36 above schedule.
8. Minimum years of creditable experience required before promotion in rank is ordinarily considered are shown in the following table:

	Master	Master +	Doctor
to Assistant Professor	3	0	0
to Associate Professor			6
to Professor			11

   Staff members may be formally recognized as having acceptable alternates for the educational qualifications listed. An alternate for promotion to one rank is not necessarily acceptable for promotion to higher ranks.
9. A staff member may be considered for promotion after a *minimum* of 3 years in rank at this institution.
10. Under unusual circumstances, when a staff member shows advancement in competence well beyond normal expectations, he may be considered for promotion to the next higher rank without meeting the time requirements listed in paragraphs 8 and 9. During the probationary period a staff member may be re-classified in rank without tenure implications.